

1 BILL NO. 5-84-04-45

2 SPECIAL ORDINANCE NO. S- 48-84

3 AN ORDINANCE approving a contract  
4 for the implementation of a  
5 Police Wellness Program.

6 WHEREAS, it is in the best interests of the City of  
7 Fort Wayne and the individual police officers of the Fort Wayne  
8 Police Department to promote and maintain the physical,  
9 emotional and psychological well being of the police force, and

10 WHEREAS, a long term, comprehensive wellness program has  
11 been developed by the Fort Wayne Police Department by and through  
12 St. Joseph's Hospital, and

13 WHEREAS, the Common Council of the City of Fort Wayne  
14 believes that the implementation of a wellness program would  
15 benefit police officers of the Fort Wayne Police Department as  
16 well as citizens of the City of Fort Wayne.

17 NOW THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL  
18 OF THE CITY OF FORT WAYNE, INDIANA:

19 SECTION 1. That the Common Council of the City of Fort  
20 Wayne has reviewed the draft Agreement (with attachments) between  
21 the Board of Safety of the City of Fort Wayne and St. Joseph's  
22 Hospital, which Agreement is attached hereto marked as  
23 Exhibit "A".

24 SECTION 2. That the Common Council finds the terms of  
25 the Agreement to be appropriate and acceptable in all respects.

26 SECTION 3. That the Agreement between the Board of  
27 Safety of the City of Fort Wayne and St. Joseph's Hospital is  
28 hereby approved and said Agreement should be executed by the  
29 appropriate parties on behalf of the City of Fort Wayne and St.  
30 Joseph's Hospital.

31 A. Severability of Provisions.

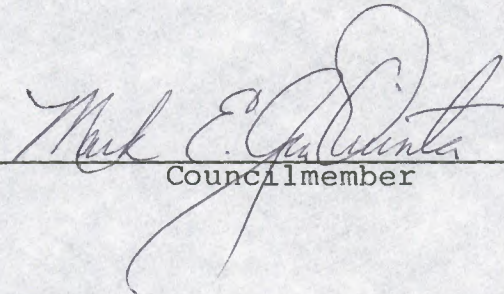
32 If any provision or clause of this Ordinance



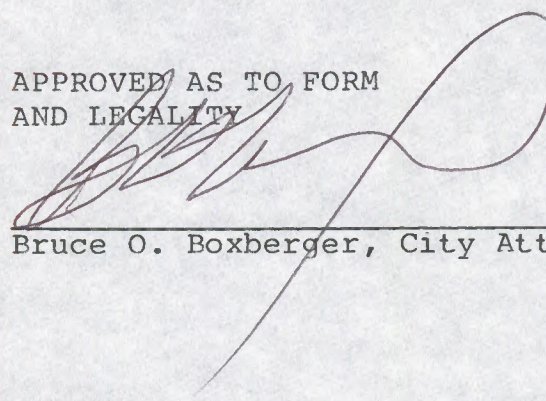
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is held or declared to be invalid, void, or unconstitutional, such declaration or holding shall not affect other provisions or applications of this Ordinance, and to this end, the provisions of each Section herein are declared to be severable.

SECTION 4. That this Ordinance shall be in full force and effect from and after its passage and any and all necessary approval by the Mayor.

  
Councilmember

APPROVED AS TO FORM  
AND LEGALITY

  
Bruce O. Boxberger, City Attorney

FOX RIVER BOND



Read the first time in full and on motion by Gina Quanta, seconded by Steve, and duly adopted, read the second time by title and referred to the Committee Kennedy (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Chambers, City-County Building, Fort Wayne, Indiana, on \_\_\_\_\_, the \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_, at \_\_\_\_\_ o'clock \_\_\_\_\_ .M., E.S.

DATE: 4-24-84

Madeleine Eschery  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Gina Quanta, seconded by Steve, and duly adopted, placed on its passage. PASSED ~~(LOST)~~ by the following vote:

	<u>AYES</u>	<u>NAYS</u>	<u>ABSTAINED</u>	<u>ABSENT</u>	<u>TO-WIT:</u>
<u>TOTAL VOTES</u>	<u>8</u>	<u>0</u>	<u>1</u>	_____	_____
<u>BRADBURY</u>	<u>✓</u>	_____	_____	_____	_____
<u>BURNS</u>	<u>✓</u>	_____	_____	_____	_____
<u>EISBART</u>	<u>✓</u>	_____	_____	_____	_____
<u>GiaQUINTA</u>	_____	_____	<u>✓</u>	_____	_____
<u>HENRY</u>	<u>✓</u>	_____	_____	_____	_____
<u>REDD</u>	<u>✓</u>	_____	_____	_____	_____
<u>SCHMIDT</u>	<u>✓</u>	_____	_____	_____	_____
<u>STIER</u>	<u>✓</u>	_____	_____	_____	_____
<u>TALARICO</u>	<u>✓</u>	_____	_____	_____	_____

DATE: 5-15-84

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as ~~(ANNEXATION)~~ (APPROPRIATION) ~~(GENERAL)~~

(SPECIAL) (ZONING MAP) ORDINANCE (RESOLUTION) NO. 48-84  
on the 15th day of May, 1984,

ATTEST:

(SEAL)

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Ray A. Ebert  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 16th day of May, 1984, at the hour of 11:30 o'clock A.M., E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 21st day of May, 1984, at the hour of 10 o'clock A.M., E.S.T.

Win Moses, Jr.  
WIN MOSES, JR., MAYOR



AGREEMENT BETWEEN  
BOARD OF SAFETY OF THE CITY OF FORT WAYNE  
AND ST. JOSEPH'S HOSPITAL OF FORT WAYNE

COME NOW THE CITY OF FORT WAYNE, by it's BOARD OF SAFETY (hereinafter referred to as "CITY") and ST. JOSEPH'S HOSPITAL OF FORT WAYNE (hereinafter referred to as "HOSPITAL") on this \_\_\_\_\_ day of \_\_\_\_\_, 1984, and enter into the following mutual covenants and agreements.

WHEREAS, it is the desire and intention of the Fort Wayne Police Department to promote and provide for the physical and pyschological well-being of its members; and

WHEREAS, this goal would best be served by the provision of a comprehensive program to measure, evaluate, and promote the physical and pyschological well-being of its active members; and

WHEREAS, such a program would ultimately benefit the members of the community as well as the members of the Fort Wayne Police Department; and

WHEREAS, Hospital has developed a Health Promotion Program to meet the needs and desires of the Fort Wayne Police Department as aforesaid;

NOW, THEREFORE, City, by its Board of Public Safety, and Hospital mutually agree as follows:

1. Hospital shall conduct a Health Promotion Program to provide health assessment, education and follow-up for all active members of the Fort Wayne Police Department.

2. The Health PRomotion Program which is to be provided by Hospital shall consist of all of those items contained in the Health Promotion Program proposal which was submitted to the Fort Wayne Police Department September 16, 1983, subject to the amendment to said revised proposal, which proposal, as amended is attached hereto, marked Exhibit "A", and incorporated herein by reference.



3. Hospital shall not delete any of the services or products as set forth in the revised, amended proposal of September 16, 1983, without the prior approval of the City.

4. Prior to the implementation of the Health Promotion Program by Hospital, City shall remit to Hospital the sum of One Hundred Ten Dollars (\$110.00) for each member of the Fort Wayne Police Department who will participate in said program. It is understood that payment by City shall be in one (1), lump-sum payment prior to the implementation of any portion of the Health Promotion Program by Hospital.

5. Should the total number of participants in the program be more or less than that which is determined at the initiation of the program, then the City shall pay an additional One Hundred Ten Dollars (\$110.00) per participant or Hospital shall remit to City the sum of One Hundred Ten Dollars (\$110.00) for each member of the police department who does not participate in the program.

6. Should Hospital, with the prior approval of the City, delete any portion of the services or products which comprise the Health Promotion Program, then a reduction in the per-participant cost shall be made according to the schedule shown on Exhibit "B" to this Agreement, which is attached hereto, and made a part hereof.

7. By way of example only, should it be agreed that Hospital delete the "CBC" and the "Nutrition Breaks" then the per-participant cost would be reduced by Ten Dollars (\$10.00) for a total cost per person of One Hundred Dollars (\$100.00).

8. Should the Health Promotion Program for any reason, not be completed by Hospital, then Hospital shall remit to City the sum of One Hundred Ten Dollars (\$110.00) for each member of the Fort Wayne Police Department who has not started the Health



Promotion Program. In the event of the discontinuance of the program, at a time when certain members of the police department have completed only a portion of the tests, or received only a portion of the services as provided for in the Health Promotion Program, then Hospital shall also remit to City any and all portions of the cost of the basic package (\$110.00) which is represented by the products or services which have not been completed for each participant at the time of the discontinuance of the program. Hospital shall retain any portion of the basic fee (\$110.00), which is determined by reference to Exhibit "B" attached hereto, for those services which have actually been completed prior to the discontinuance of the program.

By way of example only, should the program be discontinued, and a participant has completed only the "CBC", Medical Profile, HDL and Triglyceride, then HOSPITAL may retain Fifty-one Dollars (\$51.00) and shall remit Fifty-nine Dollars (\$59.00) to City.

9. It is mutually understood that this Agreement, with attachments, contains the entire understanding of the parties, and neither party shall have the right to amend or alter this Agreement without the prior written consent of the other party.

10. This Agreement shall be governed by the laws of the State of Indiana.

11. Should any portion of this Agreement be found void, or unenforceable, then all other portions of said Agreement shall remain in full force and effect.

CITY OF FORT WYANE

ST. JOSEPH'S HOSPITAL

\_\_\_\_\_  
Chairman, Board of Safety

\_\_\_\_\_  
By:

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Member, Board of Safety

\_\_\_\_\_  
Date



Held 5/15/84

BILL NO. S-84-04-45

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS REFERRED AN  
ORDINANCE approving a contract for the implementation of a Police  
Wellness Program

HAVE HAD SAID ORDINANCE UNDER CONSIDERATION AND BEG LEAVE TO REPORT  
BACK TO THE COMMON COUNCIL THAT SAID ORDINANCE DO PASS.

MARK E. GIAQUINTA, CHAIRMAN

JAMES S. STIER, VICE CHAIRMAN

JANET G. BRADBURY

THOMAS C. HENRY

DONALD J. SCHMIDT

*Mark E. Giaquinta*

*James S. Stier*

*Janet G. Bradbury*

*Thomas C. Henry*



## Exhibit "A"

### Purpose

This proposal outlines a Health Promotion Program to be sponsored by St. Joseph's Hospital for the personnel of the Fort Wayne Police Department. The purpose of the program is to provide health assessment, education and follow-up of personnel who are in a stressful job and need to be in optimum health to meet the rigorous demands made of them.

### Goal

Fort Wayne Police Department personnel will have an increased awareness of their health status and have the tools and motivation to improve/maintain their health status.

### Objective

### Activity

Baseline data on the individual's physical and psychological well-being will be obtained.

Physical and Psychological Assessment

Individuals will determine areas for improvement in lifestyle.

Lifestyle Assessment

Feedback and health improvement prescriptions by professionals will be given to individuals.

Individual counseling with Registered Nurse, Dietitian, Physical Therapist, Respiratory Therapist, and Physician, as well as group counseling by a Psychologist.

Individuals will set wellness goals and learn about concrete methods of attaining goals.

Educational Programs including education in goal setting.

Group weaknesses will be addressed.

Physical, Psychological and lifestyle Assessment, Feedback, and referral to ongoing education programs.

Individuals will receive follow-up for untoward assessment results.

Individuals with untoward assessment results will be referred for follow-up evaluation.

Individual and group health will be enhanced.

Reassessment after one year.



## Phase I: Assessment

Each participant will complete an Outpatient Registration Form, a Datamation Lifestyle Assessment Questionnaire and a hemocult test card and return these to St. Joseph's Hospital Ambulatory Care Center.

Within four months following registration, each participant will be scheduled for two appointments in St. Joseph's Ambulatory Care Center where the following activities will be completed.

The first visit would include: height, weight, vital signs, nursing history, hemocult analysis, and hearing and vision screening by Ambulatory Care Center Registered Nurses; nutritional history and evaluation provided by Registered Dietitians; flexibility and strength evaluation and exercise recommendations by Registered Physical Therapists; laboratory tests including CBC, medical profile, HDL, and triglyceride; and juice and nutrition break.

A second visit one week after the initial visit will include a physical examination and interpretation of laboratory test results by members of St. Joseph's Hospital Medical Staff.

Finally, for those participants whose physical examination indicates the need for a cardiac stress test or pulmonary function test, a third visit to the participant's personal physician or the Ambulatory Care Center will be scheduled when these and other tests indicated will be completed.

The pulmonary function test and cardiac stress test may be administered by Registered Cardio-Pulmonary personnel and monitored by a member of Saint Joseph's Medical Staff, or by a physician or cardiologist of the participant's choice. Participants requiring tests subsequent to the physical examination, and who choose to have said tests performed at St. Joseph's Hospital, may register as an outpatient in St. Joseph's Admitting Department and charges for tests done as an outpatient will be billed to the Police Department's Health Insurance carrier.

## Phase II: Feedback and Education

An eight hour Feedback and Education Program will be presented for each of six groups of 50 to 60 participants. The Feedback and Education programs will be held as participants complete Phase I of the Health Promotion Program.

At the Feedback and Education Program each participant will receive a package including laboratory test results, an individualized exercise plan, individualized nutritional recommendations, and Datamation Lifestyle Assessment results.

A Preliminary outline of the Feedback and Education Program follows:

7:45 - 8:00 a.m.	Nutrition break
8:00 - 8:30 a.m.	Making Lifestyle Choices
8:30 - 9:00 a.m.	Datamation Lifestyle Assessments: Interpretation Questions, and Answers
9:00 - 10:00 a.m.	Laboratory Test Results: Interpretation and Significance
10:00 - 11:00 a.m.	Pulmonary Function Screening and Cardiac Stress Test: Results Interpretation



11:00 - 12:00 p.m.	Nutrition: Evaluation and Guidelines
12:00 - 1:00 p.m.	Nutrition Break
1:00 - 2:30 p.m.	Stress Management: Evaluation, Interpretation, and Guidelines
2:30 - 3:30	Exercise: Guidelines and Interpretation
3:30 - 4:30 p.m.	Goal Setting

The Feedback and Education Phase of the Health Promotion Program is a necessary step which will provide the "tools and motivation to improve/maintain their health status". The Phase II Program would be held in a mutually acceptable location (St. Joseph's Hospital School of Nursing Auditorium is one possible location).

This phase of the program is intended to promote group involvement/participation. Dress should be casual.

#### Phase III: Follow-up

Throughout Phase I and II of the program, individual plans and goals for health promotion will be encouraged. An important aspect of these "individual health plans" is to act to correct less than optimal assessment results through use of ongoing health education/promotion programs as well as follow-up reassessment in the future to measure the level of attainment of goals. Reference to available ongoing health education/promotion programs for various areas of concern will be included in Feedback and Education Presentations.

Another aspect of follow-up involves a plan of action for any participant whose health assessment results indicate a need for further evaluation. Any participant whose evaluation indicates such a need, will be contacted by the physician or ancillary personnel involved, and will be advised to pursue follow-up with the physician who completed his/her physical examination.

To complete the follow-up phase, St. Joseph's Hospital would encourage the Fort Wayne Police Department to provide a reassessment program for the participants one year following the conclusion of the Phases I and II above. This reassessment would include a physician's physical examination and any further evaluation felt necessary at that time, as well as a Feedback and Education Phase to tie the reassessment to previously set "individual health plans" and goals, and evaluate the success and or failures of the Health Promotion Program.



## EXHIBIT "B"

FINANCIAL ANALYSIS  
(per individual participant)

	<u>Police Cost</u>
Laboratory (pathologist fees included	
CBC	\$ 6.00
Medical Profile	19.00
HDL	14.00
Triglyceride	12.00
Ambulatory Care Center	13.00
Nutritional History and Evaluation	10.00
Datamation Lifestyle Assessment	8.00
Psychologist	5.00
Flexibility and Strength Evaluation	4.00
Nutrition Breaks	4.00
Administrative Costs (including planning, printing, feedback and education staff time)	-----
 TOTAL AMOUNT DUE SAINT JOSEPH'S	 \$ 95.00
Physician's examination (billed by physician)	<u>15.00</u>
 TOTAL COST PER PARTICIPANT (BASIC PACKAGE)	 <u>\$110.00</u>



DIGEST SHEETTITLE OF ORDINANCE Special OrdinanceS-84-04-45DEPARTMENT REQUESTING ORDINANCE Police DepartmentSYNOPSIS OF ORDINANCE An Ordinance approving a contract for the imple-  
mentation of an Police Wellness Program.EFFECT OF PASSAGE To maintain and promote the physical, emotional  
and psychological well being of the police force.EFFECT OF NON-PASSAGE Opposite of the above.

MONEY INVOLVED (DIRECT COSTS, EXPENDITURES, SAVINGS) \_\_\_\_\_

ASSIGNED TO COMMITTEE (PRESIDENT) \_\_\_\_\_